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ABSTRACT

This survey, distributed to adjunct faculty at Johnson County Community College (JCCC) in December 1997, attempts to: (1) determine the relative importance to adjunct faculty of salary and certain benefits; (2) identify the optimum times for staff development; and (3) develop a profile of JCCC's adjunct faculty. A total of 159 completed responses were analyzed. This report presents information on adjunct faculty satisfaction, JCCC employment, health and life insurance, retirement, child care needs, teaching load and experience, longevity, employment, faculty characteristics, staff development training, and personal profiles. Major findings indicate that: (1) adjunct faculty are generally satisfied with their positions (92% were very or somewhat happy); (2) over 90% of adjunct faculty rank salary first or second in importance among five aspects of employment, with two-thirds of adjuncts very or somewhat satisfied with their compensation, 85% interested in certification leading to increased compensation, and nearly half indicating they would like to teach full-time at JCCC; (3) over 40% are not satisfied with campus computers and workspace; (4) about half of adjuncts are interested in JCCC-provided life insurance and would like more retirement plan options through the college; (5) two-thirds of adjuncts surveyed currently teach only at JCCC, while two-thirds also hold another salaried job in addition to teaching; and (6) adjunct faculty attendance at staff development training is not widespread. Tabled survey results and the questionnaire are appended. (AS)

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ED 430 652

1997 JCCC Survey of Adjunct Faculty

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Office of Institutional Research

June 1998

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EXECUTIVE SUMMARY

The Adjunct Faculty Task Force requested that Institutional Research design and conduct a survey of the adjunct faculty in December 1997. Approximately 450 questionnaires were distributed by representatives of the committee to adjunct faculty. One hundred fifty-nine questionnaires were completed and returned.

Major Findings

- Adjunct faculty are generally satisfied with their position overall and with many aspects of their job. Overall satisfaction with the JCCC adjunct faculty position is high (92 percent were "very" or "somewhat" satisfied).

- Over 90 percent of adjunct faculty rank salary (compensation per credit hour) first or second in importance among five aspects of employment. Overall, two-thirds of adjuncts are "very" or "somewhat" satisfied with their compensation per credit hour. Eighty-five percent of adjunct faculty are interested in certification leading to increased compensation and nearly half indicated they would like to teach full-time at JCCC.

- While a majority of adjunct faculty are satisfied with computers on campus and campus work space for adjunct use, over forty percent are not satisfied with these aspects of their position.

- Although nine in ten adjunct faculty surveyed already have health insurance, 48% would like to know what health insurance would cost through JCCC. Approximately half are interested in JCCC-provided life insurance and would like more retirement plan options through JCCC.

- Adjunct faculty are generally well-educated and have significant teaching experience. Three-quarters of adjunct faculty surveyed have at least a master's degree. The average number of semesters taught at JCCC is 12.2. About 30 percent of the adjuncts surveyed have taught one to five semesters. Many also have experience teaching at a 4-year college or university. In addition, almost all of the adjuncts have on-the-job experience in a field related to their teaching discipline at JCCC (about three-quarters have current experience and 22 percent have past experience).

- Two-thirds of adjunct faculty surveyed currently teach only at JCCC; coincidentally, two-thirds of the adjunct faculty hold another salaried job in addition to teaching.

- Adjunct faculty attendance at staff development training is not widespread. Increased participation in staff development training might be achieved by offering it at times favored by survey respondents: Wednesday, Thursday, or Friday from 4-7 p.m., Friday from 10 a.m. to noon, Saturday from 8-10 a.m., and Wednesday from 2-4 p.m.

INTRODUCTION

Background and Methodology

In Fall 1997, adjunct faculty comprised a majority - 58 percent - of the total instructors at JCCC (source: Fall 1997 "Fast Facts"). The Adjunct Faculty Task Force requested that the Institutional Research Office develop a survey to obtain specific information regarding part-time faculty.

Objectives of this survey were to:

- Determine the relative importance to adjunct faculty of salary and certain benefits.
- Identify the optimum times for staff development/training.
- Develop a profile of JCCC's adjunct faculty.

A written questionnaire was developed and distributed to adjunct faculty in mid-December, 1997. Approximately 450 surveys were distributed and 159 surveys were returned. An exact response rate cannot be calculated because the precise number of surveys inserted into adjunct faculty mailboxes is unavailable.

Respondents' verbatim comments are contained in a supplement to this report.

Please direct comments or questions regarding this report to:

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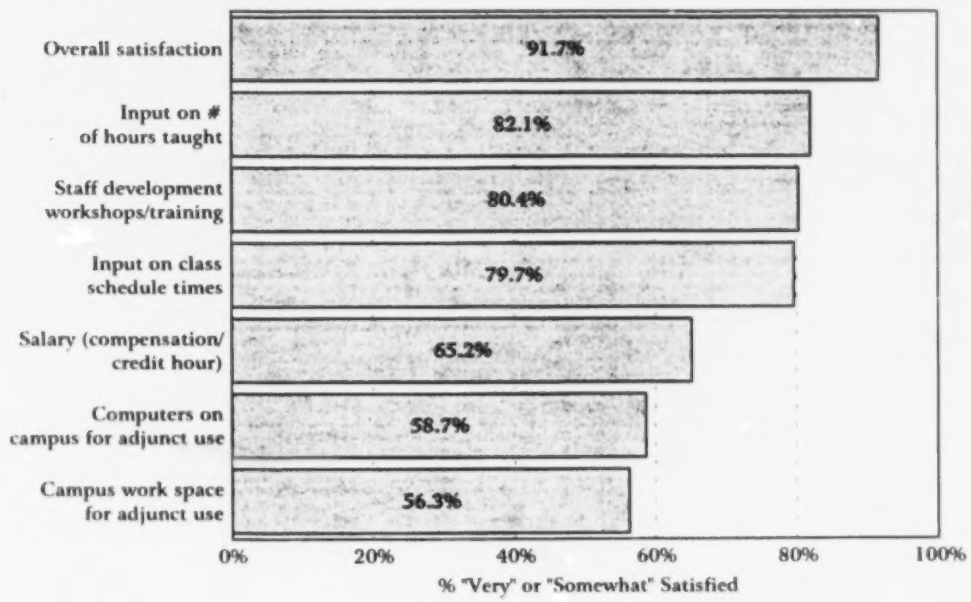
ADJUNCT FACULTY SATISFACTION

How satisfied are JCCC adjunct faculty with aspects of working at JCCC?

Overall respondent satisfaction with their JCCC adjunct faculty position is very high. Ninety-two percent of respondents reported that, overall, they are "very" or "somewhat" satisfied (see Table 1, Appendix A, and Figure 1, below).

A majority of respondents also indicated they are satisfied with all of the aspects of their adjunct faculty position listed in the survey. Specifically, about eighty percent are satisfied with staff development workshops/training, input on how many hours they teach, and input on choosing class schedule times. Fewer adjunct faculty are satisfied with their salary (65%), computers on campus exclusively for the use of adjunct faculty (59%), and work space on campus exclusively for the use of adjunct faculty (56%).

Figure 1
Satisfaction with Aspects of Adjunct Faculty Teaching Position at JCCC



IMPORTANCE OF ASPECTS OF JCCC EMPLOYMENT

How important are various aspects of employment to JCCC adjunct faculty?

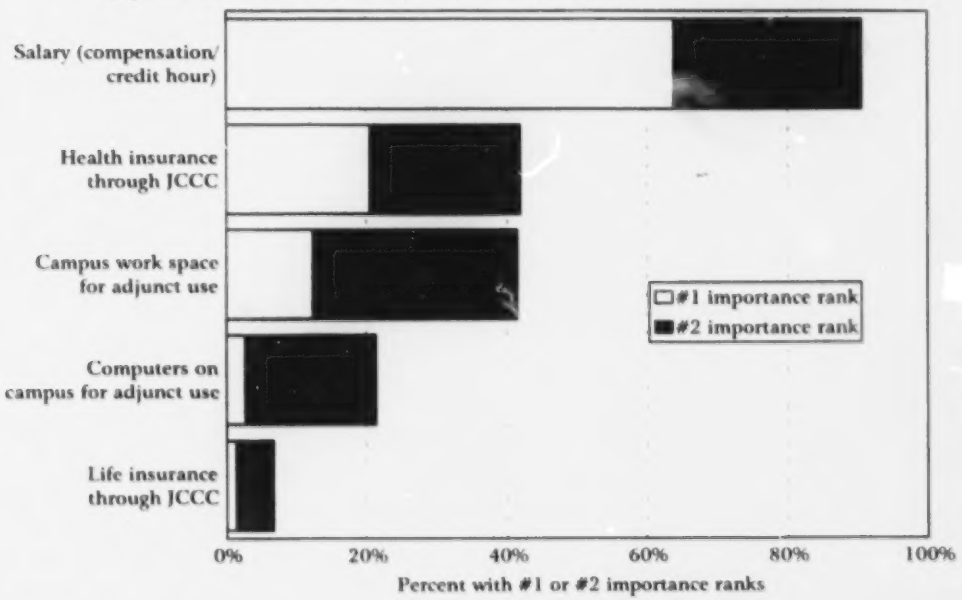
Adjunct faculty rank salary as the most important aspect of their employment at JCCC. On a scale of "1" (most important) to "5" (least important), almost two-thirds of the adjunct faculty ranked salary "1" (see Table 2, Appendix A, and Figure 2, below).

Three items receive an average rank of approximately "3" - work space on campus exclusively for the use of adjunct faculty (mean rank=2.8), health insurance through JCCC (mean rank=3.1), and computers on campus exclusively for the use of adjunct faculty (mean rank=3.3).

Life insurance through JCCC was ranked the least important with a mean of 4.3.

Figure 2

Aspects of Adjunct Faculty Position Ranked #1 or #2 in Importance



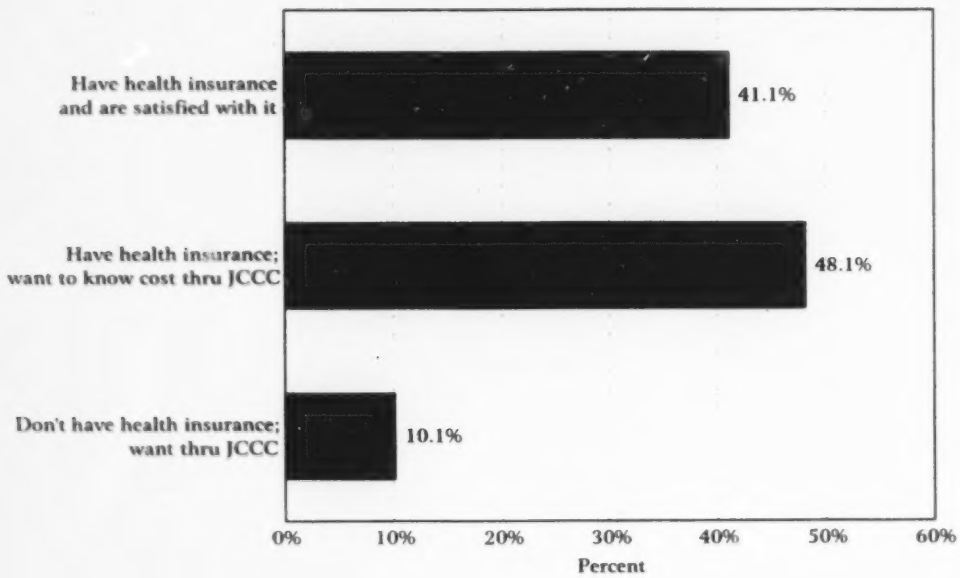
HEALTH INSURANCE

What is the status of health insurance for adjunct faculty?

Nine out of ten adjunct faculty already have health insurance (see Table 3, Appendix A, and Figure 3, below). Ten percent do not and would like to have health insurance through JCCC.

Even though most of the adjunct faculty respondents have health insurance, almost half would like to see what it would cost through JCCC. Just over forty percent are satisfied with the health insurance they have.

Figure 3
Health Insurance and Adjunct Faculty



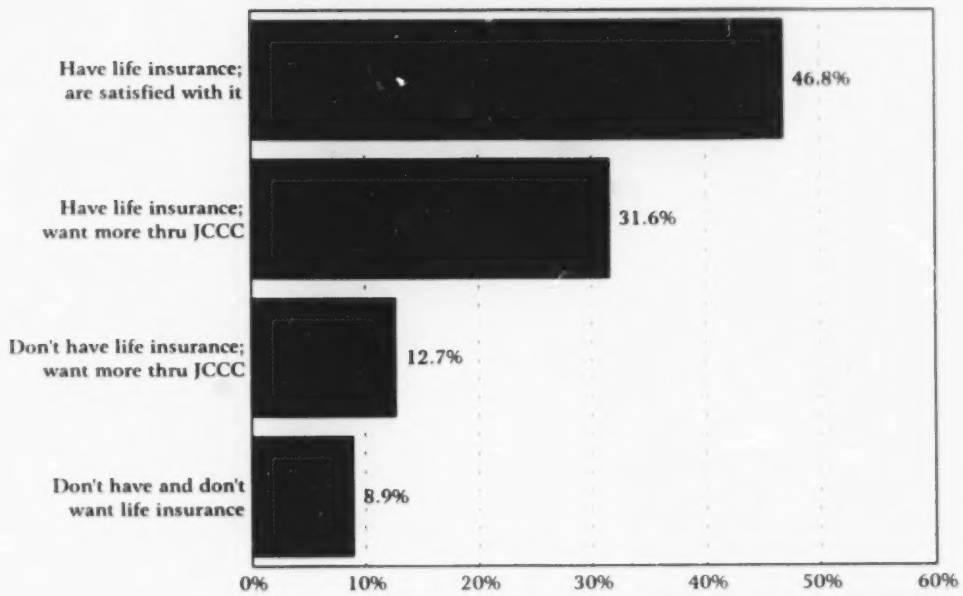
LIFE INSURANCE

What is the status of life insurance for adjunct faculty?

Just under half of the adjunct faculty surveyed have life insurance and are satisfied with it. An additional nine percent are not interested in life insurance. (See Table 4, Appendix A, and Figure 4, below.)

Forty-four percent of the adjunct faculty are interested in JCCC-provided life insurance. Over thirty percent have life insurance but would like to have more through JCCC. Thirteen percent do not currently have life insurance and would like to have life insurance through JCCC.

Figure 4
Life Insurance and Adjunct Faculty



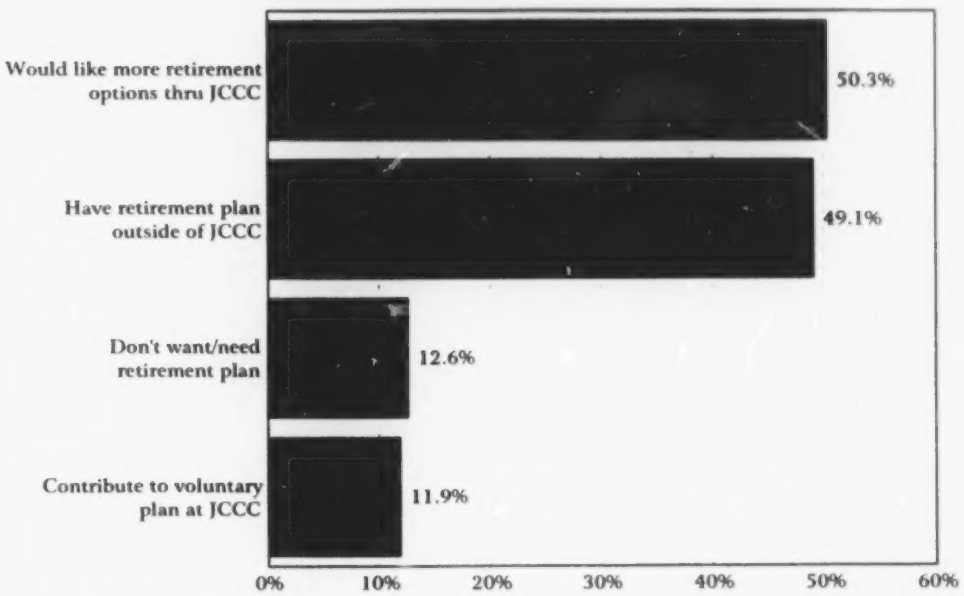
SAVING FOR RETIREMENT

What are adjunct faculty members' views on saving for retirement?

Half of the adjunct faculty respondents have a retirement plan outside of JCCC. Twelve percent currently contribute to the voluntary plan at JCCC. (See Table 5, Appendix A, and Figure 5, below.)

Half of the adjunct faculty respondents would like more retirement plan options through JCCC. Thirteen percent indicated they don't want/need a retirement plan.

Figure 5
Adjunct Faculty Views on Saving for Retirement

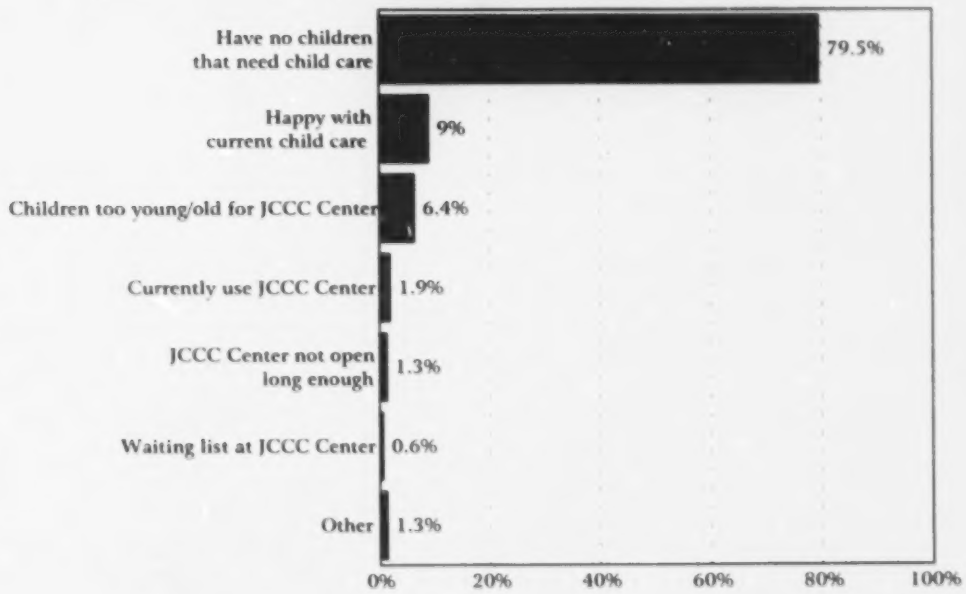


CHILD CARE NEEDS

What are the child care needs of JCCC adjunct faculty?

Eight in ten respondents currently have no child care needs. An additional nine percent are happy with their current child care arrangement. Only two percent of adjunct faculty use JCCC's Children's Center. An additional two percent would like to use it, but have not due to the waiting list or hours of operation. Six percent have children too young or too old to use the Children's Center. (See Table 6, Appendix A, and Figure 6, below.)

Figure 6
Adjunct Faculty Child Care Needs



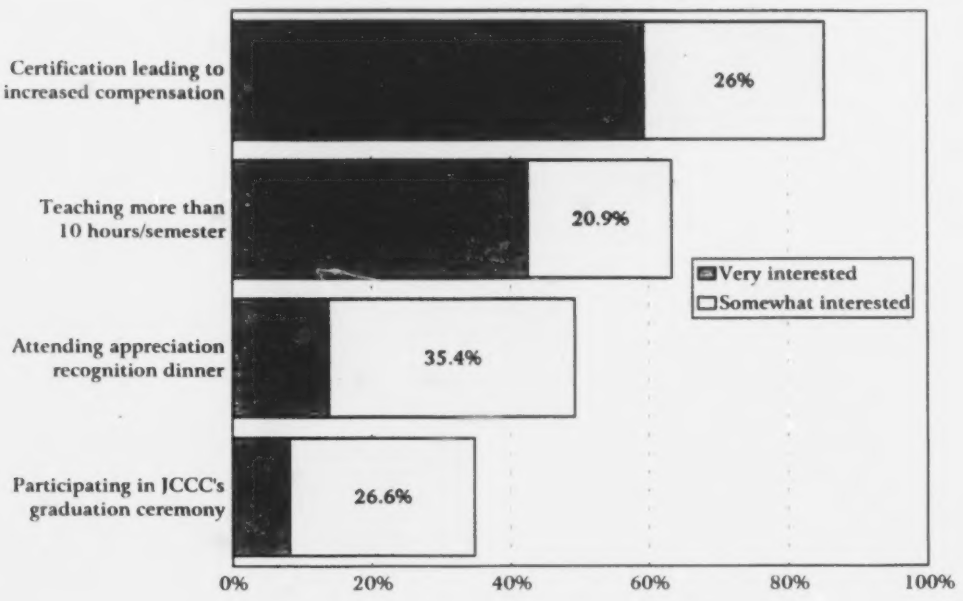
INTEREST IN ADDITIONAL ACTIVITIES

In which additional activities are adjunct faculty most interested?

Adjunct faculty are most interested in two of the four activities included in the survey: certification leading to increased compensation (85% are interested) and teaching more than 10 hours per semester (almost two-thirds are interested). (See Table 7, Appendix A, and Figure 7, below.)

Interest declines rapidly for the other two additional activities included in the survey, attending a college-sponsored appreciation/recognition dinner (just under half are interested) and participating in JCCC's graduation ceremony (one third are interested).

Figure 7
Interest of Adjunct Faculty in Additional Activities



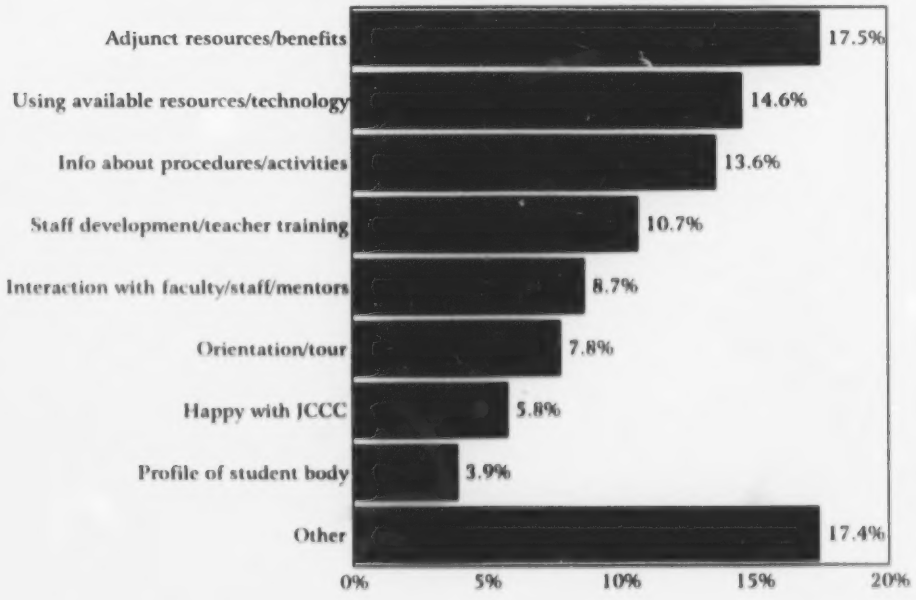
INFORMATION HELPFUL TO NEW ADJUNCT FACULTY

What information did adjunct faculty suggest would be most helpful to new adjunct faculty?

Just under half (47%) of the respondents listed information that would be helpful to new adjunct faculty. Their suggestions are summarized in Table 8, Appendix A, and Figure 8, below.

Although a variety of suggestions were given covering a wide variety of topics, the majority of responses can be grouped into five categories: adjunct resources/benefits (18%), using available resources/technology (15%), information about procedures/activities (14%), staff development/teacher training (11%), and interaction with faculty/staff/mentors (9%).

Figure 8
Information Helpful to New Adjunct Faculty



SUGGESTIONS TO IMPROVE ADJUNCT FACULTY POSITION

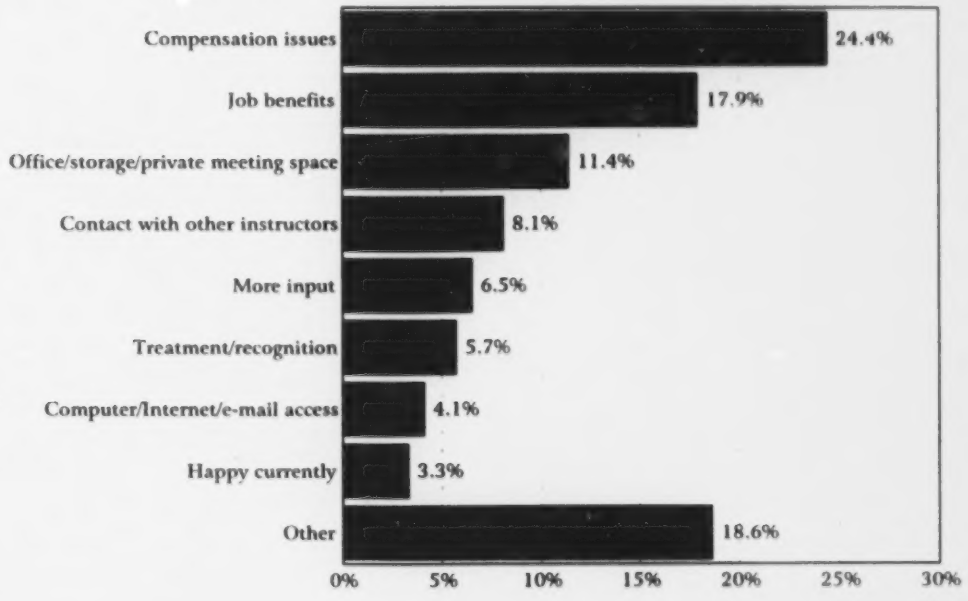
What did adjunct faculty members suggest to improve their job?

About half of the adjunct faculty members surveyed had a suggestion or two to improve the adjunct faculty position (see Table 9, Appendix A, and Figure 9, below).

The most prevalent suggestion relates to compensation and comprises one-quarter of the responses. Job benefits comprise an additional 18 percent. The responses relating to compensation are varied, and include requests for compensation for attending meetings or for a class canceled at the last minute in addition to requests for increased compensation.

Suggestions relating to job benefits also are varied. Life insurance, health insurance, and retirement are all included in the job benefits category.

Figure 9
Suggestions to Improve Adjunct Faculty Position



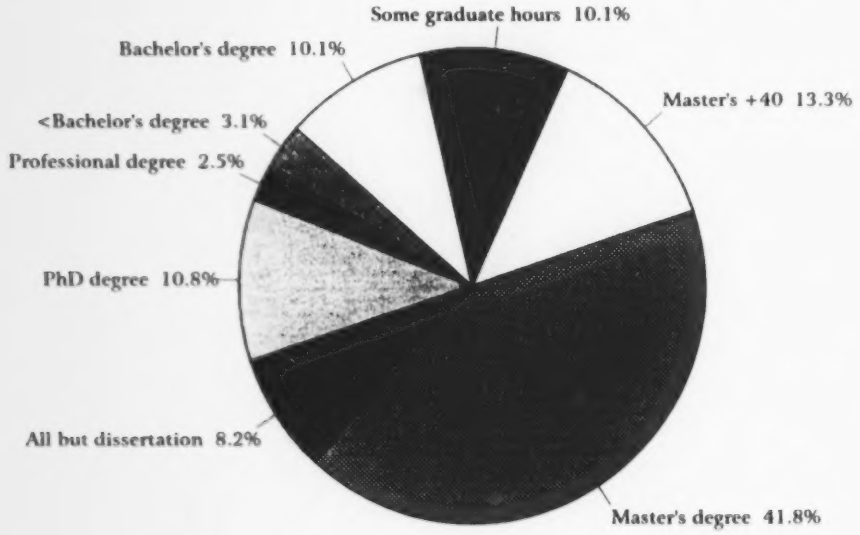
EDUCATION

What is the highest level of education completed by adjunct faculty?

Over seventy-five percent of the adjunct faculty have at least a master's degree, including 11 percent who have a PhD and eight percent who have completed PhD course requirements but not the dissertation (see Table 10, Appendix A, and Figure 10, below).

An additional twenty percent have a bachelor's degree and/or some graduate hours.

Figure 10
Highest Level of Education Completed

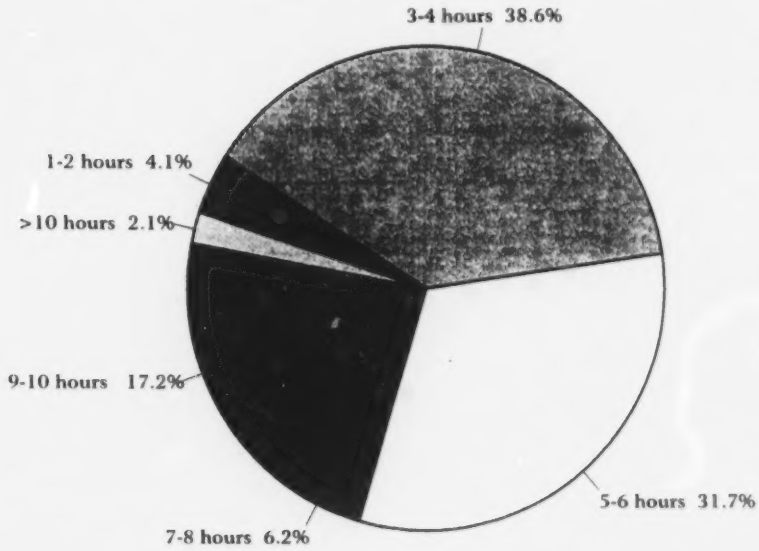


TEACHING LOAD

How large a teaching load is carried by adjunct faculty?

Seventy percent of adjunct faculty teach three to six hours (see Table 11, Appendix A, and Figure 11, below). The average number of hours taught is 5.6. The average weighted load is slightly higher, 6.5 hours.

Figure 11
Teaching Load Carried by Adjunct Faculty



LONGEVITY AT JCCC

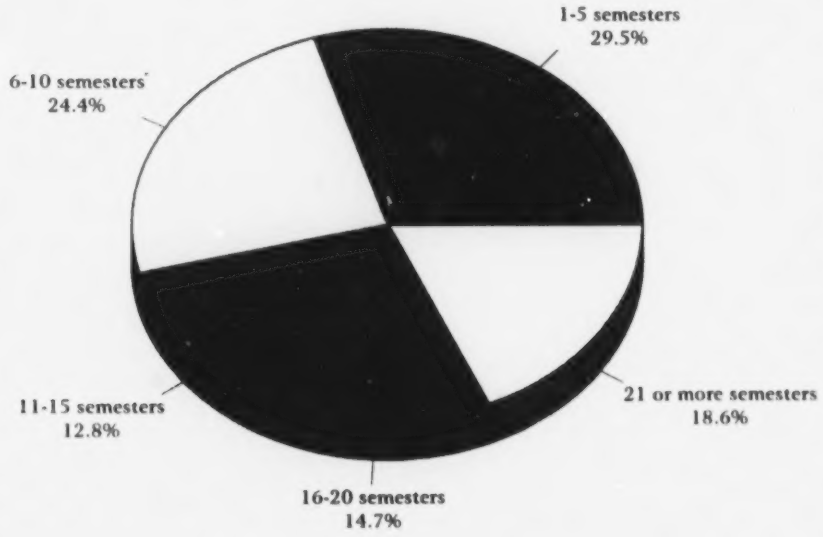
How long have adjunct faculty been teaching at JCCC?

Longevity at JCCC was measured using the number of semesters, including Fall 1997, that the instructor had taught at JCCC. The mean number of semesters taught by respondents is 12.2 (see Table 12, Appendix A).

About 30 percent of responding adjunct faculty had taught 1-5 semesters at JCCC, and half had taught ten or fewer semesters (see Table 12, Appendix A, and Figure 12, below).

Another one-quarter of the respondents had taught 11-15 semesters, and almost 20 percent had taught 21 or more semesters at JCCC.

Figure 12
Adjunct Faculty Longevity at JCCC
(# of semesters taught at JCCC including Fall 1997)

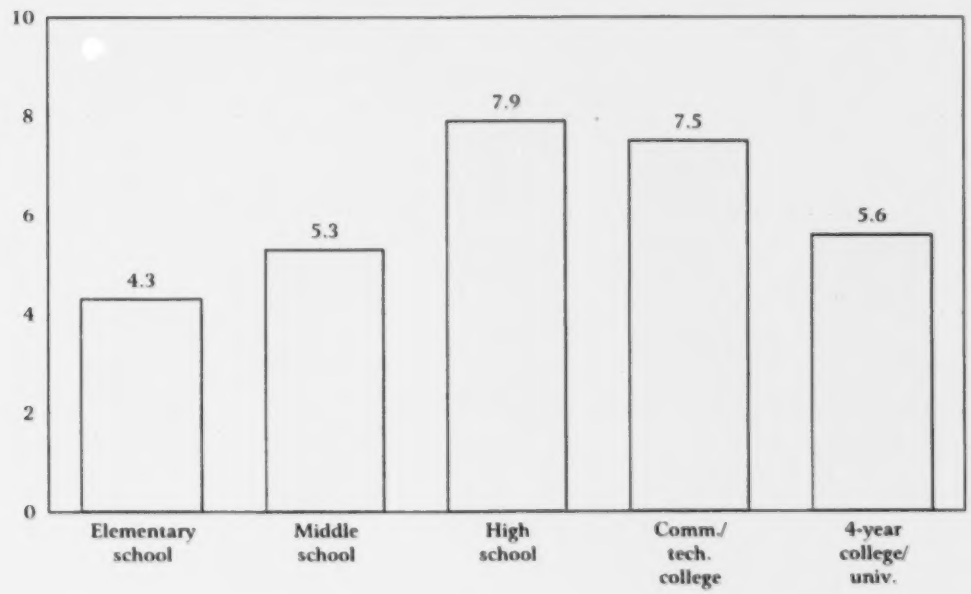


TEACHING EXPERIENCE

What teaching experience do adjunct faculty members bring to their position?

Adjunct faculty members bring a variety of teaching experience to their position. Forty-seven percent of them have experience teaching at a 4-year college/university (mean # of years=5.6). (See Table 13, Appendix A, and Figure 13, below.)

Figure 13
Mean Number of Years of Adjunct Faculty Teaching Experience



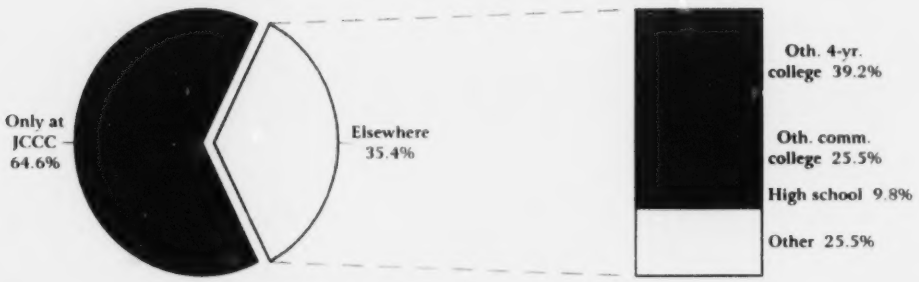
OTHER CURRENT TEACHING POSITION

How many adjunct faculty members hold a teaching position other than at JCCC?

Almost two-thirds of adjunct faculty currently do not teach at an institution other than JCCC (see Table 14, Appendix A, and Figure 14, below).

Thirty percent teach part-time elsewhere and six percent teach full-time elsewhere.

Figure 14
Does Adjunct Faculty Member Currently Teach at an Institution Other than JCCC?



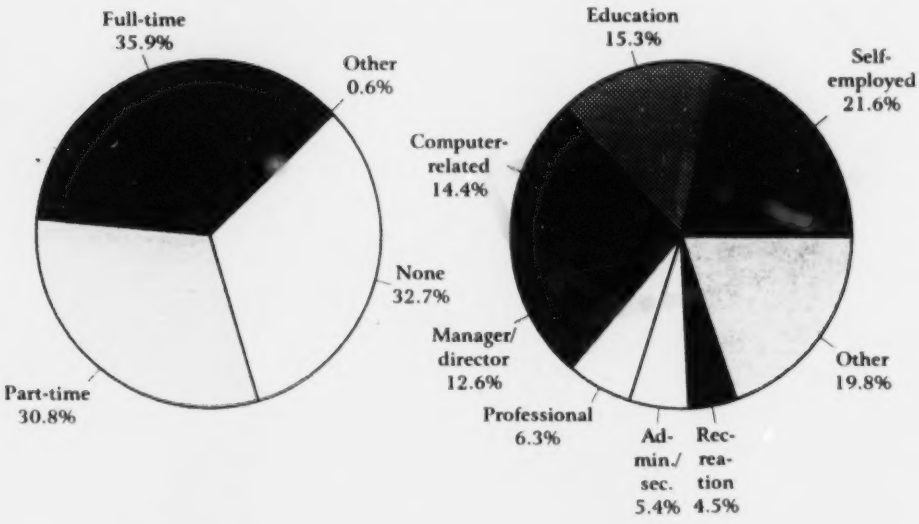
Just under forty percent of the one-third of the adjunct faculty members who do teach at an institution other than JCCC teach at a 4-year college; an additional one-quarter (26%) of this group teach at another community college.

ADDITIONAL EMPLOYMENT

What jobs are held by adjunct faculty in addition to employment at JCCC?

Two-thirds of the adjunct faculty hold another salaried job in addition to teaching (see Table 15, Appendix A, and Figure 15, below).

Figure 15
Adjunct Faculty Employment Other Than at JCCC



Type of Employment Other than at JCCC

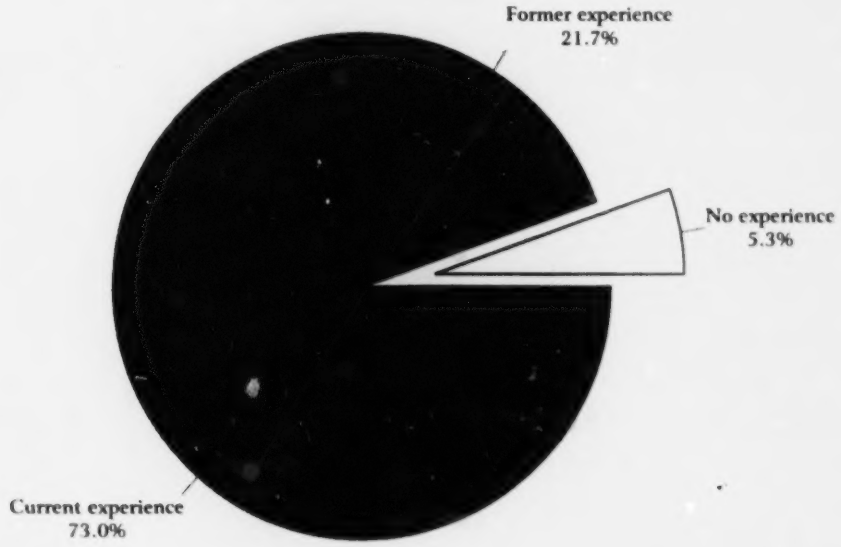
Job Held (If Employed)

EMPLOYMENT IN RELATED FIELD

How many adjunct faculty have job experience related to their teaching discipline?

Almost two-thirds (73%) of the adjunct faculty members surveyed are currently employed in a field related to their teaching discipline at JCCC (see Table 16, Appendix A, and Figure 16, below). An additional 22 percent were formerly employed in a field related to their teaching discipline. Thus, all but five percent of adjunct faculty have on-the-job experience in a field related to their teaching discipline.

Figure 16
Adjunct Employment Experience in Field Related to JCCC Teaching Discipline



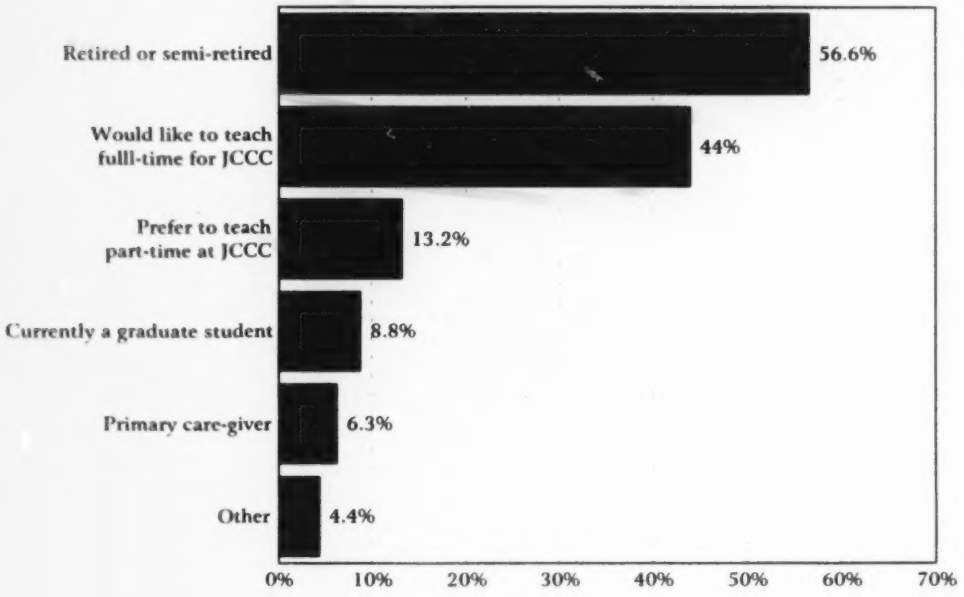
ADJUNCT FACULTY CHARACTERISTICS (SELECTED)

What are some descriptors of JCCC adjunct faculty?

Table 17, Appendix A, and Figure 17, below, detail selected characteristics of JCCC adjunct faculty.

Over half (57%) are retired or semi-retired. Forty-four percent would like to teach full-time at JCCC, while only 13 percent prefer their current status, teaching part-time. Nine percent are currently graduate students. Six percent have the role of primary care-giver.

Figure 17
Selected Characteristics of Adjunct Faculty



DIVISION AT JCCC

What is the breakdown of survey respondents by JCCC division?

About one-third of adjunct faculty respondents are from each of two divisions: Arts, Humanities, and Social Sciences (32%) and Business, Technology, and Computer Instruction (32%). (See Table 18, Appendix A.) Twenty-seven percent are from Communications, eight percent are from Physical Education, and one percent are from more than one division.

No surveys were returned from adjunct faculty in the Science, Health Care, and Math division.

(Note: The division groupings at JCCC were changed effective January 1998. Divisions listed represent the arrangement in existence prior to January 1998.)

PREFERRED TIME FOR STAFF DEVELOPMENT TRAINING

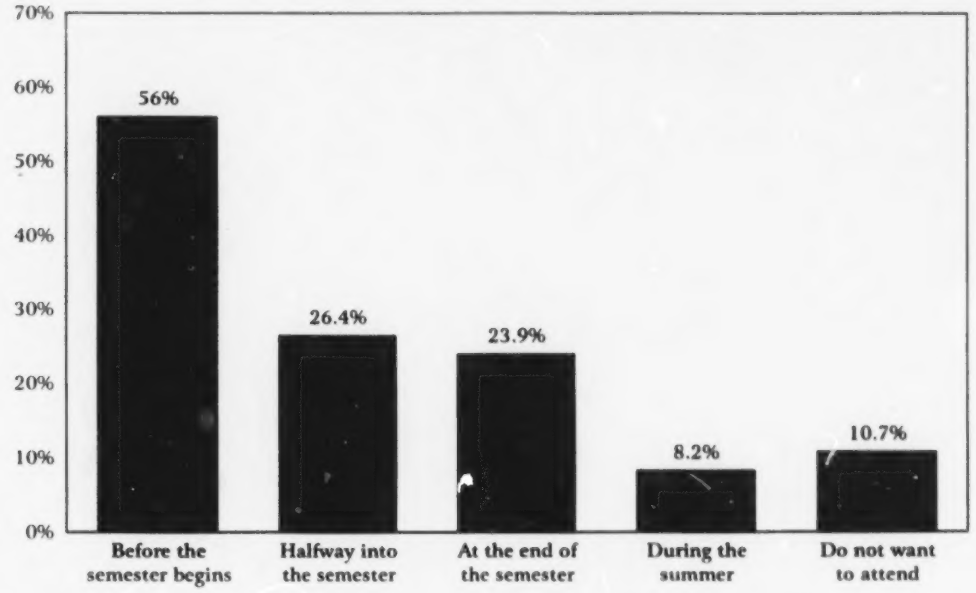
When do adjunct faculty prefer to attend staff development training?

Over half (56%) of the adjunct faculty surveyed would like to attend staff development training before the semester begins (see Table 19, Appendix A, and Figure 18, below).

About one-quarter each would attend halfway into the semester or at the end of the semester.

Eleven percent prefer not to attend staff development training.

Figure 18
Preferred Time to Attend Staff Development Training

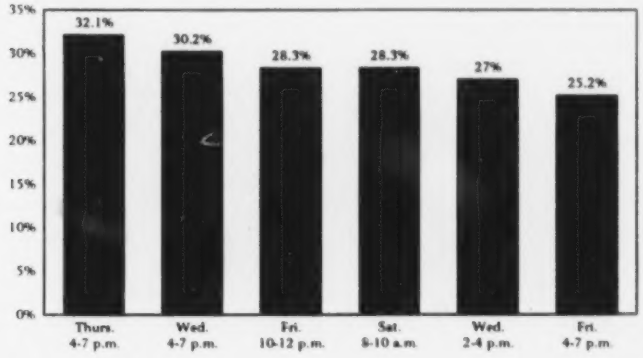


TIME SLOTS FOR STAFF DEVELOPMENT TRAINING

When are adjunct faculty available to attend staff development workshops?

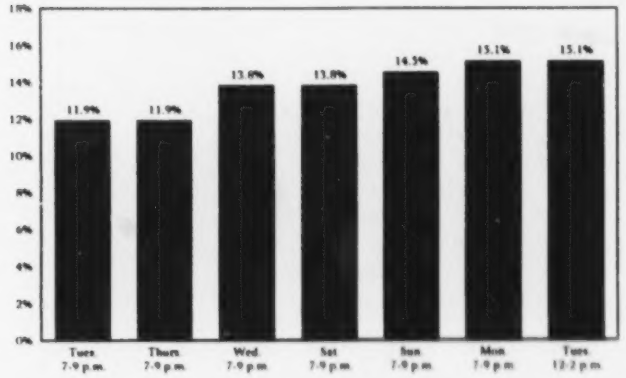
The time slots when the *greatest* number of adjunct faculty are available to attend staff development workshops are Wednesday, Thursday, or Friday from 4-7 p.m., Friday from 10-12 p.m., Saturday from 8-10 a.m., and Wednesday from 2-4 p.m. (See Table 20, Appendix A, and Figure 19, below.)

Figure 19
Time Slots Greatest Number of Adjunct Faculty Are Available to Attend Staff Development Workshops



The time slots when the *fewest* number of adjunct faculty are available to attend staff development workshops are generally evenings from 7-9 p.m. (except Friday) and Tuesday from 12-2 p.m. (See Table 20, Appendix A, and Figure 20, below.)

Figure 20
Time Slots Smallest Number of Adjunct Faculty Are Available to Attend Staff Development Workshops



STAFF DEVELOPMENT TRAINING ATTENDED

Which staff development offerings have adjunct faculty attended?

With the exception of "Teaching in the Community College," a workshop attended by just under 40 percent of respondents, the five workshops and five general staff development offerings listed on the survey were attended by 20 percent or fewer respondents. After "Teaching in the Community College," the most-attended workshops were "Preventing Sexual Harassment" and "Syllabus Writing," attended by 20% and 15% of respondents, respectively. (See Table 21, Appendix A, and Figure 21, below.)

The general staff development offerings listed on the survey were attended by between 12-16 percent of respondents, with the exception of "Special Grants," which was attended by four percent of responding adjunct faculty.

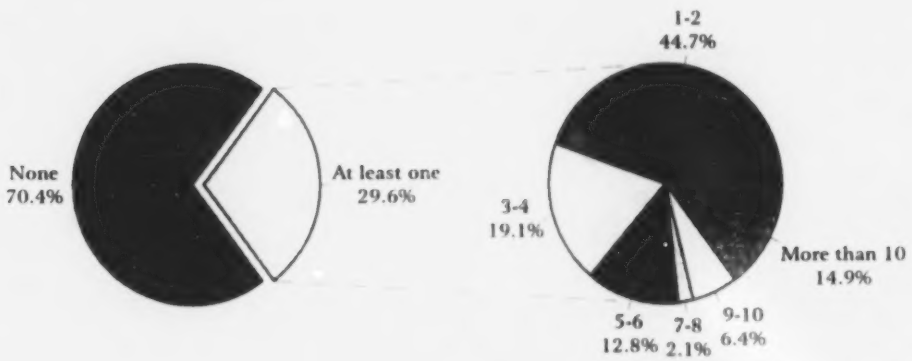
Figure 21
Staff Development Training Attended by Adjunct Faculty

COURSES TAKEN AT NO COST AT JCCC

How many adjunct faculty and their families took courses at JCCC at no cost?

Very few continuing education courses were taken at no cost at JCCC by the adjunct faculty member or his/her immediate family members. Only six percent indicated they (or their immediate family members) had taken a continuing education course. This figure was higher (30%) for credit courses (see Table 23, Appendix A, and Figure 22, below). Among this thirty percent, the median number of credit courses taken was three. Almost two-thirds had taken four or fewer credit courses.

Figure 22
Credit Courses Taken by Adjunct Faculty Member (or His/Her Family) at No Cost at JCCC



PERSONAL PROFILE

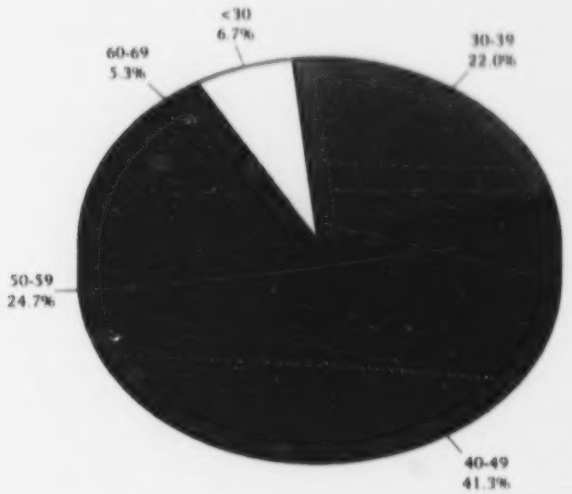
What are the demographic characteristics of the adjunct faculty?

Age

The mean age of the adjunct faculty surveyed is 44.4 years (see Table 24 , Appendix A, and Figure 23, below).

Over 40 percent are in the 40-49 age group, one quarter in the 50-59 age group, and 22 percent in the 30-39 age group.

Figure 23
Age



Gender

Fifty-five percent of the adjunct faculty surveyed are female and 45 percent are male (see Table 24, Appendix A).

Marital Status

Almost 75 percent (73.9%) of the respondents are married, 14 percent are divorced, 11 per cent are single (never married), and one percent are widowed (see Table 24, Appendix A).

Children by Age Group

Almost half (46%) of the adjunct faculty have at least one child age 18 or younger (see Table 24, Appendix A). About one-quarter (24%) have at least one child age 12 or younger. Almost three-quarters (74%) have a child of any age. About one-third have adult children.

APPENDIX A

TABLED SURVEY RESULTS

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Note: The base number of respondents used to calculate percentages is 159 unless otherwise specified.

Table 1
Satisfaction with Aspects of Adjunct Faculty Teaching Position at JCCC

	MEAN	Not at All Satisfied	Not Very Satisfied	Somewhat Satisfied	Very Satisfied
Overall satisfaction with adjunct faculty job	3.24	1.9%	6.4%	57.3%	34.4%
Staff development workshops/training	3.21	0.7	18.9	39.2	41.2
Input on how many hours you teach	3.19	5.1	12.8	40.4	41.7
Input in choosing your class schedule times	3.17	5.7	14.6	37.3	42.4
Salary (compensation per credit hour)	2.71	11.0	23.9	48.4	16.8
Work space on campus exclusively for the use of adjunct faculty	2.59	15.2	28.5	38.6	17.7
Computers on campus exclusively for the use of adjunct faculty	2.65	14.0	27.3	38.0	20.7

Table 2
Importance of Various Aspects of the Adjunct Faculty Position at JCCC

	Mean Rank	#1 Rank	#2 Rank	#3 Rank	#4 Rank	#5 Rank
Salary (compensation per credit hour)	1.5	63.9%	26.6%	6.3%	2.5%	0.6%
Work space on campus exclusively for the use of adjunct faculty	2.8	12.3	29.2	34.4	14.9	9.1
Health insurance through JCCC	3.1	20.6	21.3	11.6	26.5	20.0
Computers on campus exclusively for the use of adjunct faculty	3.3	2.6	18.8	36.4	31.8	10.4
Life insurance through JCCC	4.3	1.3	5.3	10.6	23.8	58.9

Table 3
Health Insurance

	Number	Percent
Q3. Do you currently have health insurance?		
Yes, but I'd like to see what it would cost through JCCC.	77	48.7%
Yes, and I'm satisfied with it.	65	41.1
No, and I would like to have health insurance through JCCC.	16	10.1
No, and I do not want/need health insurance.	0	0.0
No. of respondents	158	

Table 4
Life Insurance

	Number	Percent
Q4. Do you currently have life insurance?		
Yes, and I'm satisfied with it.	74	46.8%
Yes, but I'd like to have more through JCCC.	50	31.6
No, and I would like to have life insurance through JCCC.	20	12.7
No, and I do not want/need life insurance.	14	8.9
No. of respondents	158	

Table 5
Views on Saving for Retirement

	Number	Percent*
Q5. Which of the following best describes your views on saving for retirement?		
I would like to have more retirement plan options through JCCC.	80	50.3%
I have a retirement plan outside of JCCC.	78	49.1
I don't want/need a retirement plan.	20	12.6
I contribute to the voluntary plan at JCCC.	19	11.9

*Multiple responses allowed.

Table 6
Child Care Needs

	Number	Percent
Q6. What are your child care needs?		
I currently have no children that need child care.	124	79.5%
My children are too young/too old to use JCCC's Children's Center.	10	6.4
I am happy with my current child care arrangement (other than JCCC).	14	9.0
I currently use the Children's Center at JCCC.	3	1.9
I would like to use the Children's Center at JCCC but there's a waiting list.	1	0.6
I would like to use the Children's Center at JCCC but it's not open long enough.	2	1.3
More than one answer	2	1.3
No. of respondents	156	

Table 7
Interest in Additional Activities

	MEAN	Not at All Interested 1	Not Very Interested 2	Somewhat Interested 3	Very Interested 4
Certification leading to increased compensation	3.37	7.3%	7.3%	26.0%	59.3%
Teaching more than 10 hours per semester at JCCC (the part-time pay rate would apply)	2.88	17.6	19.0	20.9	42.5
Attending a college-sponsored appreciation/ recognition dinner for adjunct faculty	2.37	25.9	24.7	35.4	13.9
Participating in JCCC's graduation ceremony	2.13	29.7	35.4	26.6	8.2

Table 8
Information Most Helpful to a New Faculty Member at JCCC

	Number	Percent of Responses
Adjunct resources/benefits/benefit explanation	18	17.5%
Using available resources/technology	15	14.6
Information about organization/procedures/activities	14	13.6
Staff development/teacher training	11	10.7
Interaction with faculty/staff/mentors	9	8.7
Orientation/tour	8	7.8
Happy with current situation/JCCC good place to work	6	5.8
Profile of student body	4	3.9
Information about becoming full-time	3	2.9
Salary too low	2	1.9
Adjunct voice/input not welcome	2	1.9
Other	11	10.7

*A total of 103 responses were given by 74 respondents.

Table 9
Suggestions to Improve Any Aspect of the Adjunct Faculty Position

	Number	Percent
Compensation issues	30	24.4%
Job benefits	22	17.9
Office/storage/private meeting space	14	11.4
Contact with other instructors	10	8.1
More input	8	6.5
Treatment/recognition	7	5.7
Computer/Internet/e-mail access	5	4.1
Happy currently	4	3.3
Full-year/multi-year contracts	3	2.4
Photocopying access in evening	3	2.4
Treatment/recognition	3	2.4
Want full-time employment	3	2.4
Other	14	11.4

*A total of 123 responses were given by 82 respondents.

Table 10
Highest Level of Education Completed

	Number	Percent
Professional degree	4	2.5
PhD degree	17	10.8
ABD (All but dissertation)	13	8.2
Master's +40 (Specialist)	21	13.3
Master's degree	66	41.8
Some graduate hours	16	10.1
Bachelor's degree	16	10.1
Associate's degree	3	1.9
Vocational certificate	1	0.6
High school diploma/GED	1	0.6
No. of respondents	158	

Table 11
Current Teaching Load at JCCC

	Number	Percent
Hours		
1-2	6	4.1%
3-4	56	38.6
5-6	46	31.7
7-8	9	6.2
9-10	25	17.2
More than 10	3	2.1
MEAN	5.6	
No. of respondents	145	
Weighted Load		
MEAN	6.5	
No. of respondents	31	

Table 12
Semesters Taught at JCCC

	Number	Percent
1-5	46	29.5%
6-10	38	24.4
11-15	20	12.8
16-20	23	14.7
21 or more	29	18.6
MEAN	12.2	
No. of respondents	156	

Table 13
Years of Teaching Experience

	Mean Years	Number of Respondents	Percent of Respondents
Elementary School	4.3	19	11.9%
Middle School	5.3	12	7.5
High School	7.9	41	25.8
Community/technical college	7.5	124	78.0
4-year college/university	5.6	74	46.5
Other	6.5	26	16.4

Table 14
Currently Teaching at Institution Other Than JCCC?

	Number	Percent
Yes, full-time	9	5.7%
Yes, part-time	47	29.7
No	102	64.6
No. of respondents	158	
Currently Teaching At . . .		
Other 4-year college	20	39.2%
Other community college	13	25.5
High school	5	9.8
Other	13	25.5
No. of respondents	51	

Table 15
Other Salaried Job Held in Addition to Teaching?

	Number	Percent
Yes, a full-time job	56	35.9%
Yes, a part-time job	48	30.8
No	51	32.7
More than one answer	1	0.6
No. of respondents	156	
Job category		
Self-employed (consultant, etc.)	24	21.6%
Teacher/professor/principal	17	15.3
Computer specialist/analyst/other	16	14.4
Manager/director	14	12.6
Professional	7	6.3
Administrative assistant/secretarial	6	5.4
Recreation	5	4.5
Editing/writing	4	3.6
Psychologist/counselor	4	3.6
Retail	4	3.6
Skilled trades	3	2.7
Other	7	6.3
No. of respondents	111	

Table 16
Employment in Field Related to Teaching Discipline at JCCC

	Number	Percent
Currently employed in field related to teaching discipline at JCCC	111	73.0%
Formerly employed in field related to teaching discipline at JCCC	33	21.7
Never been employed in field related to teaching discipline at JCCC	8	5.3
No. of respondents	152	

Table 17
Selected Adjunct Faculty Characteristics

	Number	Percent*
Retired or semi-retired	90	56.6%
Would like to teach full-time for JCCC	70	44.0
Prefer to teach part-time at JCCC	21	13.2
Currently a graduate student	14	8.8
Primary care giver	10	6.3
Other	7	4.4

*Multiple responses allowed.

Table 18
JCCC Division

	Number	Percent
Arts, Humanities, Social Sciences	51	32.3%
Business, Technology, Computer Instruction	50	31.6
Communications	42	26.6
Science, Health Care, Math	0	0.0
Physical Education	13	8.2
More than one	2	1.3
No. of respondents	158	

Table 19
Preferred Time to Attend Staff Development Training

	Number	Percent*
Before the semester begins	89	56.0%
Halfway into the semester	42	26.4
At the end of the semester	38	23.9
During the summer	13	8.2
Do not want to attend	17	10.7

*Multiple responses allowed.

Table 20
Time Slots Available to Attend Staff Development Training

	Number	Percent
Times When Greatest Number of Adjuncts Can Attend		
Thursday 4 p.m. - 7 p.m.	51	32.1%
Wednesday 4 p.m. - 7 p.m.	48	30.2
Saturday 8 a.m.-10.am.	45	28.3
Friday 10 a.m. - 12 noon	45	28.3
Wednesday 2 p.m. - 4 p.m.	43	27.0
Thursday 12 noon - 2 p.m.	43	27.0
Friday 4 p.m. - 7 p.m.	40	25.2
Times When Least Number of Adjuncts Can Attend		
Monday 7 p.m. - 9 p.m.	24	15.1%
Tuesday 12 noon - 2 p.m.	24	15.1
Sunday 7 p.m. - 9 p.m.	23	14.5
Wednesday 7 p.m. - 9 p.m.	22	13.8
Saturday 7 p.m. - 9 p.m.	22	13.8
Tuesday 7 p.m. - 9 p.m.	19	11.9
Thursday 7 p.m. - 9 p.m.	19	11.9

Table 21
Staff Development Training Attended

	Number	Percent
WORKSHOPS		
Teaching in the Community College	60	37.7%
Preventing Sexual Harassment	31	19.5
Syllabus Writing	23	14.5
Assignment Strategies	14	8.8
Master Teacher Workshop	9	5.7
GENERAL		
Wellness Programs	25	15.7%
Computer Training	24	15.1
Center for Teaching and Learning Support/Resources	22	13.8
Individual Development Plan	19	11.9
Special Grants	6	3.8

Table 22
Other Staff Development Courses Wanted

	Number	Percent
No course written in	134	84.3%
Computer-related training	8	5.0
Teaching strategies/practices	7	4.4
JCCC does a great job	2	1.3
Other subject areas	4	2.5
Other comments	4	2.5

Table 23
Courses Taken by Respondent/Respondent's Immediate Family Members at JCCC

	Number	Percent
Continuing education courses		
No answer (assumed "none")	149	93.7%
One	6	3.8
Two	1	0.6
Three	3	1.9
Credit courses		
No answer (assumed "none")	112	70.4%
At least one	47	29.6
1-2	21	44.7
3-4	9	19.1
5-6	6	12.7
7-8	1	2.1
9-10	3	6.4
More than 10	7	14.9
MEAN	5.9	
No. of respondents	47	

Table 24
Age, Gender, Marital Status, and Respondents with Children

	Number	Percent
Age		
<30	10	6.7%
30-39	33	22.0
40-49	62	41.3
50-59	37	24.7
60+	8	5.3
MEAN	44.4	
No. of respondents	150	
Gender		
Female	85	54.8%
Male	70	45.2
No. of respondents	155	
Marital Status		
Single, never married	17	11.1%
Married	113	73.9
Divorced	22	14.4
Widowed	1	0.7
No. of respondents	153	
Respondents with at least one child		
Age 5 or younger	20	12.6%
Age 12 or younger	38	23.9
Age 18 or younger	73	45.9
Age 21 or younger	84	52.8
Age 22 or older	51	32.1
Any age	117	73.6

APPENDIX B

COVER LETTER & QUESTIONNAIRE

December, 1997

Dear JCCC Adjunct Faculty Member:

The Office of Institutional Research is conducting this survey at the request of the Adjunct Faculty Task Force. The purpose of this research is to assess the general and staff development needs of our adjunct faculty and to complete both professional and personal profiles of adjunct faculty members. We want to know your needs so that we can better serve you.

Your participation is very important! Please take a few minutes to communicate your needs to us by completing the enclosed questionnaire. It should only take 10-15 minutes to complete. **Please return the questionnaire to Institutional Research using inter-campus mail (Box 9) no later than January 5, 1998.** Or, if you complete the questionnaire off-campus, please use the enclosed pre-addressed postpaid envelope and drop it into any mailbox.

If you have any questions about the survey, please contact Shirley Weglarz in the Office of Institutional Research at extension 2443 or at sweglarz@johnco.cc.ks.us (e-mail).

Thank you for helping us improve our understanding of the adjunct faculty at JCCC!

Sincerely,

Ken Gibson
Dean of Instruction

Enclosures (2)

1997 JCCC ADJUNCT FACULTY SURVEY

Dear JCCC Adjunct Faculty Member,

Please take a few minutes out of your busy schedule to complete this questionnaire. *It's important* - the results will be used to better meet your needs - and, for most questions, *you can quickly check a box!* Results will be presented as grouped data only to ensure your anonymity. **Please return the completed survey to Institutional Research, Box 9.**

Thank you!

NEEDS ASSESSMENT

1. How satisfied are you with each of the following at JCCC?

	Not at All Satisfied	Not Very Satisfied	Somewhat Satisfied	Very Satisfied
Input on how many hours you teach	☐1	☐2	☐3	☐4
Work space on campus exclusively for the use of adjunct faculty	☐1	☐2	☐3	☐4
Input in choosing your class schedule times	☐1	☐2	☐3	☐4
Salary (compensation per credit hour)	☐1	☐2	☐3	☐4
Staff development workshops/training	☐1	☐2	☐3	☐4
Computers on campus exclusively for the use of adjunct faculty	☐1	☐2	☐3	☐4
Overall satisfaction with adjunct faculty job	☐1	☐2	☐3	☐4

2. How important to you is each of the following at JCCC? Please rank the following items in order of their importance to you personally.

"1" is the item in this group that is most important to you. "5" is the item in this group that is least important to you. *Each number - 1, 2, 3, 4, 5 - must be used ONLY ONCE.*

Rank

____ Health insurance through JCCC
____ Work space on campus exclusively for the use of adjunct faculty
____ Salary (compensation per credit hour)
____ Computers on campus exclusively for the use of adjunct faculty
____ Life insurance through JCCC

3. Do you currently have health insurance? *(Please check only ONE box.)*

☐1 Yes, and I'm satisfied with it
☐2 Yes, but I'd like to see what it would cost through JCCC
☐3 No, and I do not want/need health insurance
☐4 No, and I would like to have health insurance through JCCC

4. Do you currently have life insurance? *(Please check only ONE box.)*

- ☐1 Yes, and I'm satisfied with it
- ☐2 Yes, but I'd like to have more through JCCC
- ☐3 No, and I don't want/need life insurance
- ☐4 No, and I would like to have life insurance through JCCC

5. Which of the following best describes your views on saving for retirement? *(Please check all that apply.)*

- ☐1 I contribute to the voluntary plan at JCCC
- ☐1 I have a retirement plan outside of JCCC
- ☐1 I would like to have more retirement plan options through JCCC
- ☐1 I don't want/need a retirement plan

6. What are your child care needs? *(Please check only ONE box.)*

- ☐1 I currently have no children that need child care
- ☐2 My children are too young/too old to use JCCC's Children's Center
- ☐3 I am happy with my current child care arrangements (other than JCCC)
- ☐4 I currently use the Children's Center at JCCC
- ☐5 I would like to use the Children's Center at JCCC but there's a waiting list
- ☐6 I would like to use the Children's Center at JCCC but it's not open long enough

7. How interested are you in the following?

	Not at All Interested	Not Very Interested	Somewhat Interested	Very Interested
Attending a college-sponsored appreciation/ recognition dinner for adjunct faculty	☐1	☐2	☐3	☐4
Participating in JCCC's graduation ceremony	☐1	☐2	☐3	☐4
Teaching more than 10 hours per semester at JCCC (the part-time pay rate would apply)	☐1	☐2	☐3	☐4
Certification leading to increased compensation	☐1	☐2	☐3	☐4

8. What information would be most helpful to a new adjunct faculty member at JCCC?

9. What suggestions do you have to improve any aspect of the adjunct faculty position?

PROFESSIONAL PROFILE

10. What is the highest level of education you have completed? *(Please check only ONE box.)*

☐-01 High school diploma/GED ☐-02 Vocational certificate ☐-03 Associate's degree ☐-04 Bachelor's degree ☐-05 Some graduate hours ☐-06 Master's degree ☐-07 Master's +40 (Specialist) ☐-08 ABD (All but dissertation) ☐-09 PhD degree ☐-10 Professional degree

11. What is your current teaching load at JCCC? ____ hours ____ weighted load

12. How many SEMESTERS (including this one) have you taught at JCCC? ____ semesters

13. How many YEARS (including this one) have you taught at each of the following?

____ Elementary school ____High school ____4-year college/university
____Middle school ____Community/technical college ____Other_____

14. This semester, are you teaching at an institution other than JCCC? *(Please check ONE.)*

☐-1 Yes, full-time ☐-2 Yes, part-time ☐-3 No

If yes, please enter name of institution _____

15. Do you hold another salaried job in addition to teaching? *(Please check only ONE box.)*

☐-1 Yes, a full-time job ☐-2 Yes, a part-time job ☐-3 No

If yes, please check ONE job category:

☐-1 Teacher/professor/principal
☐-2 Marketing/business manager
☐-3 Self-employed (consultant, etc.)
☐-4 Administrative assistant/secretarial
☐-5 Psychologist/counselor
☐-6 Banking/insurance worker
☐-7 Chemist/scientist
☐-8 Computer specialist/analyst
☐-9 Other (specify) _____

16. Which of the following is true for you? *(Please check only ONE box.)*

☐-1 I am *currently* employed in a field related to my teaching discipline at JCCC
☐-2 I was *formerly* employed in a field related to my teaching discipline at JCCC
☐-3 I have *never been* employed in a field related to my teaching discipline at JCCC

17. Which of the following is true for you? *(Please check as many as apply.)*

☐-1 I am currently a graduate student
☐-1 I am a primary caregiver
☐-1 I am retired or semi-retired
☐-1 I prefer to teach part-time at JCCC
☐-1 I would like to teach full-time for JCCC
☐-1 Other (specify) _____

18. Please check the *division* you work in at JCCC. *(Please check only ONE box.)*

☐-1 Arts, Humanities, Social Sciences
☐-2 Business, Technology, Computer Instruction
☐-3 Communications
☐-4 Science, Health Care, Math
☐-5 Physical Education

PROFESSIONAL DEVELOPMENT

19. When do you prefer to attend Staff Development workshops? *(Please check all that apply.)*

☐1 Before the semester begins ☐1 At the end of the semester ☐1 Do not want to attend
☐1 Halfway into the semester ☐1 During the summer ☐1 Other(specify)_____

20. Please check ALL the time slots when you WOULD BE AVAILABLE to attend Staff Development workshops. *(Please check all that apply.)*

	MON.	TUES.	WED.	THURS.	FRI.	SAT.	SUN.
8 a.m.-10 a.m.	☐1	☐1	☐1	☐1	☐1	☐1	☐1
10 a.m.- 12 noon	☐1	☐1	☐1	☐1	☐1	☐1	☐1
12 noon - 2 p.m.	☐1	☐1	☐1	☐1	☐1	☐1	☐1
2 p.m. - 4 p.m.	☐1	☐1	☐1	☐1	☐1	☐1	☐1
4 p.m. - 7 p.m.	☐1	☐1	☐1	☐1	☐1	☐1	☐1
7 p.m. - 9 p.m.	☐1	☐1	☐1	☐1	☐1	☐1	☐1

21. Please check ALL the Staff Development offerings in which you have participated. *(Please check all that apply.)*

WORKSHOPS
☐1 Preventing Sexual Harassment
☐1 Master Teacher Workshop
☐1 Syllabus Writing
☐1 Assignment Strategies
☐1 Teaching in the Community College

GENERAL
☐1 Individual Development Plan
☐1 Special Grants
☐1 Wellness Programs
☐1 Computer Training
☐1 Center for Teaching and Learning Support/Resources

22. What other Staff Development course(s) would you like to see offered?

23. How many courses have you (or members of your immediate family) taken at no cost at JCCC?

___ Continuing education courses ____ Credit courses

PERSONAL PROFILE

24. What is your age? _____

25. Gender: ☐1 Female ☐2 Male

26. Marital Status: ☐1 Single, never married ☐2 Married ☐3 Divorced ☐4 Widowed

27. How many children do you have in each of the following age groups:

_____ Birth-5 _____ 6-12 _____13-18 _____19-21 _____ Older than 21

COMMENTS/SUGGESTIONS*(attach additional sheets, if necessary)*: